

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty Members: **MELVIN A. BAGOT**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.71x 50% = 2.35	
b. Students (50%)		5.00 x 50% = 2.50	
TOTAL for Instruction	40%	4.85	1.94
2. Research	30%	4.44	1.33
3. Extension	15%	4.89	0.73
4. Administration	15%	4.67	0.70
5. Production	0%	0	0
TOTAL			4.71

EQUIVALENT NUMERICAL RATING: 4.71

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.71

ADJECTIVAL NUMERICAL RATING

**OUTSTANDING**

Prepared by:

**MELVIN A. BAGOT**

Name of Faculty

Reviewed by:

**EUGENE B. LAÑADA**

Dean, Head DVPCS

Approved:

**BEATRIZ S. BELONIAS**  
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MELVIN A. BAGOT, of the College of Veterinary Medicine commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY to JUNE, 2019.

MELVIN A. BAGOT  
Ratee

Approved: Dr. Eugene B. Lanada  
Head of Unit

MFO & PAPS	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Higher Education Services	FTE	Teaching	15	34.75	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate student's activities	5	5	5	4	5	4.67	
Research Services	Number of research being conducted	As co-researcher on the <i>Survey of the Prevalence of Selected Animal-Borne Zoonotic Bacterial, fungal and Parasitic Agents and Associated Risk Factors</i>	2	5	4	5	4	4.33	
	Number of papers presented	As scientific paper presenter	1	1	5	4	5	4.67	
	Number of research paper published	As primary author	1	1	5	4	4	4.33	
Extension Services	Number of extension projects being conducted	As co-component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	1	2	5	5	5	5.00	
	Technical/ Expert services	As veterinarian for poultry and swine species	15	16	5	5	5	5.00	
	Number of beneficiaries served	Vaccination and seminar of farmer beneficiaries on vaccinating Chicken Flocks Against ND disease in Leyte	10	30	5	4	5	4.67	

Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member					4.00	
	No. of documents acted upon on time	10	10	5	4	5	4.67	
	No. of documents released on time	5	5	5	5	5	5.00	
	No. of assigned tasks completed before the deadline	7	8	5	5	5	5.00	
Total Over-all Rating							18.83	

Average Rating (Total Over-all rating divided by 4)	18.83/4	4.71
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.71
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Further studies should be undertaken (PhD)

Evaluated and Rated by:

Recommending Approval:

Approved by:


  
EUGENE B. LAÑADA
  
Dept./Unit Head


  
EUGENE B. LAÑADA
  
College Dean


  
BEATRIZ S. BELONIAS
  
Vice President for Instruction

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

LEGEND:

Q <sup>1</sup> – quality	4.6 - 5.0	Outstanding
E <sup>2</sup> – Efficiency	3.8 - 4.5	Very Satisfactory
T <sup>3</sup> – Timeliness	3.0 - 3.7	Satisfactory
A <sup>4</sup> – Average	2.2 - 2.9	Unsatisfactory
	2.1 & below	Poor



**EMPLOYEE DEVELOPMENT PLAN**

**Name of Employee:** MELVIN A. BAGOT  
**Performance Rating:** OUTSTANDING

**AIM:** To efficiently deliver Instruction, Research and Extension services to achieve the College targets.

**Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:**

**Date:** January 2019                      **Target Date:** June 2019

**First Step:** A normal teaching load (Instruction function) in order to have time for research, extension activities and revision of instructional materials and to devote time as a veterinarian.

**Result:** A better schedule that will allow time for research, extension, field veterinarian and revision of new Instructional Materials.

**Date:** April 2019                      **Target Date:** June 2019

**Next Step:** To do instruction, research, extension and revision of instructional materials.

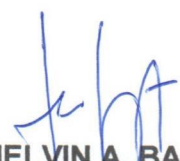
**Outcome:** Submitted research output for publication, engaged in Extension activities and revised Instructional Materials.

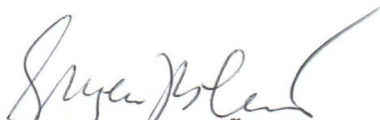
**Recommendation:**

The department should recruit additional faculty to cover the load of those who are on study leave and the K to 12 subjects to de-load existing faculty.

Prepared by:

Conforme:

  
**MELVIN A. BAGOT**  
Ratee

  
**EUGENE B. LAÑADA**  
College Dean